FROM BURNOUT TO BRILLIANCE
.....FLOURISHING AT WORK

DR SHWETA GIDWANI
CONSULTANT CHELSEA & WESTMINSTER NHS TRUST
CHURCHILL FELLOW - EM DOCTORS WELLBEING 2018/19

@Global_EM
“Having a hectic schedule takes a huge toll on the family and kids. It gets difficult to the point where it feels like having a family is a crime.”
‘I have reached a point where my physical and mental health have been seriously adversely affected and I wonder whether I am suffering from burnout.’

RCOA A report on the welfare, morale and experiences of anaesthetists in training: the need to listen Dec 2017
70%

EXHAUSTION
CYNICISM
LOW SENSE OF SELF
ACCOMPLISHMENT

REF: PROF CHRISTINA MASLACH UC BERKLEY, USA
MANIFESTATIONS OF BURNOUT?

- Absenteeism
- Presenteeism
- Rash Decision Making
- Inability to Coordinate Care
- Poor Communication
- Incivility
- Bullying

Hall et al. Journal of Prim Care & Comm Health, 2010
Maslach et al. Journal of Nursing Management, 2009
Kaldjian et al. Journal of Medical Ethics, 2011
Halpern. Bioethics, 2010
Shanafelt et al. Ann Internal Med 2002
Williams et al. Health Care Manage Rev 2007

Figure Legend:

Forest Plot of the Effects of Interventions on Burnout Scores. Meta-analysis of individual study and pooled effects. Each line represents 1 study in the meta-analysis, plotted according to the standardized mean difference (SMD; roughly the difference between the mean score of participants in the intervention group and the mean score of participants in the control group). The squares show the SMD for each study, and the diamond represents the pooled SMD. Weights are from random-effects model.
‘Morale feels desperately low at times and the only thing that keeps people going is the support and empathy between colleagues who are all experiencing similar levels of stress.’

RCOA A report on the welfare, morale and experiences of anaesthetists in training: the need to listen Dec 2017
MORALITY
WORKLOAD
AUTONOMY
WORKLOAD
COMMUNITY
REWARD
FAIRNESS
MORALITY
#MakingEMGreat
ROTAS
STAFFING

NHS Improvement June 2017 Brighton & Suxxex University NHS Hospital
RCEM Sustainability presentation Rostering
EDUCATION RESOURCES

@yougotthiswell  www.yougotthiswellness.com
@WRAPEMtweet  www.wrapem.org
PERSONAL WELLBEING

#RestEM
OneED

oneED: Embedding a mindfulness-based wellness programme into an emergency department
Shahina Braganza Jessica Young Amy Sweeney Victoria Brazil Emergency Medicine Australasia
STAFF ROOMS
AWAY / TEAM DAYS

Manchester Royal Infirmary ED SPA Project
LEARNING FROM EXCELLENCE

GreatiX

Excellence Reporting

www.learningfromexcellence.com
From: Controlled Interventions to Reduce Burnout in Physicians: A Systematic Review and Meta-analysis

WELLBEING AS A PERFORMANCE MEASURE
WELLBEING AT THE CENTRE OF TRAINING AND JOB CONTRACTS
FUND WELLBEING CENTRED RESEARCH